A STUDY OF WORK LIFE BALANCE OF WOMEN EDUCATORS IN HIGHER EDUCATION

SHORT SYNOPSIS

Submitted in partial fulfillment of the requirement of the degree of

DOCTOR OF PHILOSOPHY

to

Manav Rachna International Institute of Research and Studies

(Deemed to be University)

by

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ABSTRACT

Work life balance has become the most challenging issue in the corporates as it is becoming difficult for employees to maintain a balance between personal and professional life. The literature review of the current study has endured many studies on work life balance of women educators in higher education. The aim of the study is to find out various personal and organizational factors that affect the work life balance of women educators working in higher education and focus on the measures to overcome the work life conflict. Both exploratory and descriptive research techniques would be undertaken to explore the ground of work life balance of women educators in higher education. The data would be collected through qualitative and quantitative mode of research. Structured questionnaire would be used for qualitative study and focus group discussion is proposed for the quantitative study. The result would be analyzed through Statistical Package for the Social Sciences (SPSS).

Keywords- Work life balance, Work engagement, Work life conflict, Work life enrichment and wellbeing, Work role stress, Higher education.

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1. INTRODUCTION

Work life balance refers to give equal time to the family and work by a person. As we all know that it is not possible for employees to give equal time to their personal and professional life because of too much workload in professional life. Work life balance is the concern for those who are interested in quality of work life. So the Work life balance is the way in which we balance our personal and professional life.

Work life balance can be characterized as an appropriate blend between various jobs in an individual's life. It principally manages to keep up a solid harmony between work life and individual existence with the base clash between the two. Work life balance needs legitimate organizing among work and ways of life (Rakhee Rakesh, Kumar, & Sant, 2018). One of the points of joy is once you'll be able to make as little refinement as conceivable between your work and your play. Individuals who are continually tied to their jobs and been given a part of the workload disturb the side effects of stress and uneasiness. If an individual doesn't have time to relax and recapture their energy, their capacity to do their work diminishes and their execution level diminishes (Krassner, 2012).

1.1 Current Scenario of Education Sector

There are many theoretical framework have been introduced in the recent year that how Education Technology can be used by the educators and students in the classroom (Cherner & Mitchell, 2020). In the growth of education, technology plays an important role. There is a relationship between education and technology which explains that in what manner technology can shape the education. Education technology provides the awareness of 'techne' as which become important in the education (An & Oliver, 2020). Employees' performance is positively affected by work motivation and work life balance. Institutions should do more focus on e-leadership, e-training, and work life balance to motivate the employees and to increase the employee performance during the time of COVID-19 pandemic because employees are doing their work through online mode (Wolor et al, 2020). Work life balance can be increased if employees are happy with the policies of the organisation (Poohongthong, Surat & Sutipan, 2014).

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1.2 Work life balance

Work life balance can be characterized as an appropriate blend between various jobs in an individual's life. It principally manages to keep up a solid harmony between work life and individual existence with the base clash between the two. Work life balance needs legitimate organizing among work and ways of life (Rakhee Rakesh, Kumar, & Sant, 2018).

Job satisfaction plays an important role to balance personal and professional life (Rakhee Rakesh, Kumar, & Sant, 2018). There is an unmistakable new pattern in the work direction. More ladies who join the association are from monetarily stable families. They are focused on their occupations and appreciate places of obligation, yet they are confronted with issues of portability and moderate advancements because of time limitations and family duties. They likewise face issues involved with male subordinates. There is no ideal outline to work-life adjusts; it fluctuates from person to person as the needs of people vary. People need to keep up an appropriate parity or harmony between work life and individual life (Rakhee Rakesh, Kumar, & Sant, 2018).

The balance in personal and professional life of an individual is necessary of great importance in the current financial, social, and cultural situation over the world. The interest for workers to accomplish hierarchical objectives, alongside incorporating their own objectives is a portion of the difficulties experienced by human resource supervisors. A critical number of factors advance the personal and professional balance between people all through the wide span of associations that are limited by differing approaches, practices, and systems (Sathyanarayana, Gargesha, & Bellave, 2018).

2. LITERATURE REVIEW

There are various investigations done on work life balance from alternate points of view. Some of the papers recognized with the subject have been audited as under:

The nature of the representatives' work life is becoming throughout the years. The contention among work and individual life inversely affects the family and profession of a representative.

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It additionally influences the physical and emotional wellness of a person (Rakhee Rakesh, Kumar, & Sant, 2018). To lead a solid and quiet life it is important to keep up the correct harmony among work and individual life. A person's capacity to satisfy the responsibilities of work and other individual exercises, for example, family life, public activity; recreation is named as work life balance (Rakhee Rakesh, Kumar, & Sant, 2018). Work life balance so as to hold a profitable, sound workforce. Also, despite the fact that the specific degree of a decent Work life balance is hard to pinpoint, improvement over the sum total of what segments has been made (Welford, 2008). At the point when two attractive qualities repudiate one another, it is important to find some kind of harmony (Sao, 2017).

It is the obligation of organizations and the administration to advance sound working perspectives and practices so as to keep worker fulfillment high. Undoubtedly, most organizations understand that it is in their own eventual benefits to advance Work life balance so as to hold a profitable, sound workforce. Also, despite the fact that the specific degree of a decent Work life balance is hard to pinpoint, improvement over the sum total of what segments has been made (Welford, 2008). Work under tension would bring about horrible showing in the establishment just as household life. Most of the workforce feeling worried because of wards, job clearness, associate help, family culture, working hours, adaptability, head support. On the off chance that the instructive foundation's administration thoroughly considers the issue of giving representative agreeable arrangements to resources so as to adjust their expert and individual life, certainly, it can accomplish an upper hand regarding the understudied nature of training and resources may transform into great association residents (Thomas & Paul, 2016).

Work life balance alludes to your conviction that your own and work lives are appropriately adjusted. It implies investing enough energy in accomplishing your objectives and committing time to the individuals and exercises you love. Unmarried women have fewer issues however they have imperatives on associating with loved ones. Change in Indian culture is moderate; however, ladies have certainly begun moving in the direction of social change by valiantly moving from conventional guidelines of union with advancement. Ladies join work and family existence with the assistance of 'mother' or 'relative' tolerating the idea of one youngster and bringing forth a kid simply subsequent to settling in a vocation (Mani, 2013).

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Unmarried women likewise give quality time to youngsters and don't offer a need for advancements and professional development. Unmarried ladies can improve in light of the fact that they don't have home obligations. It is totally evident that ladies think that it's hard to shed their job as housewives or moms in view of the molding by guardians that the essential obligation of the lady is her family (Mani, 2013).

2.1 Work life balance in education sector

There is a positive impact of work life balance on job satisfaction and life of university teachers. In this regard, due attention should be paid by the universities. Commitments of teachers are more towards family role. Teachers give less time on teaching and research because of administrative job (Gayathiri & Ramakrishnan, 2017). The study would be focusing on women educators from universities and colleges located in Haryana.

University

Low designation and low income teachers face more work life conflict relatively. Supportive work environment and work life balance programs are helpful to enhance work life enrichment and reduce work life conflict. To this aspect, more attention should be paid by the Deemed and State University. To maintain Work life balance Emotional and spiritual intelligence are also helpful (Gayathiri & Ramakrishnan, 2017).

A teacher is not only a lecturer infect he is a mentor also. A teacher is ready to work for their students wherever and whenever require because he is flexible also (Ideland, 2020). In the online teaching mode, education becomes the personal business of the teacher. He has adapts all the challenges faced in online teaching. It is very difficult to provide grading of students in online teaching mode. A teacher should use activities and creativity to educate the students (Ideland, 2020). Many teachers use search and scroll method in the online teaching mode. It is believed by most of teachers that grading of students become challenge in online teaching mode (Fyfield, M., Henderson, M., & Phillips, M., 2021). Some teachers use images, videos and clips on the other hand some teachers use written content in the online teaching. It was observed my many teachers that uses of videos in online teaching become important (Fyfield, Henderson, & Phillips, 2020). The number of students in online teaching is growing now (Cherner, T., &

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Mitchell, C., 2021). Adaptable working movements, long working hours, sudden change, nonstop work, and difficult work are portions are the challenges in education technology (Oza, 2015).

College

There is a moderate and positive relation between the personal management, family support and job performance of the teachers of private engineering colleges (Karpagham, 2018). In the private engineering colleges, job satisfaction of women educators have influenced by family support, personal management and child care positively. The financial support and work place support are also influenced significantly on job satisfaction of women educators of private engineering colleges. Workload is significantly and negatively influencing job satisfaction of women faculty members of private engineering colleges. The facilities, personal interaction, development and work culture are positively and directly influencing on job performance of women faculty members of private engineering colleges, whereas, job performance is directly and positively influencing on job satisfaction of women faculty members of private engineering colleges (Karpagham, 2018).

It is a growing concern to achieve the balance between work and family commitment for the educators. Educational institutions have to implement work life balance policies successfully to maintain the balance between work and life of educators. There should have a clear understanding between the aspects of work life balance of teachers (Sumathi & Kumar, 2017).

2.2 Work family conflict

Work family conflict for women teacher is increased because male teachers use their working hours to increase the organizational commitment on the other hand women teachers use their working hours to gain more work life balance. Unpredictability and irregularity of working hours are negatively impact on work life balance for both male and female teachers (Hofacker & Konig, 2013). There is a significant association between work life balance and gender. Work support is the important factor to balance between work and life (Arul kumar, 2015). Work life balance of both women teachers and male teacher are different and depends upon career priorities as the career of husband is considered more prior against the career of wife (Chandra, 2012). Affective commitment and job satisfaction can be achieved through supportive work family culture and supervisor support because there is a positive relation among it. All positive

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job outcomes and job characteristics are also responsible for work life enrichment & wellbeing of teachers (Baral & Bhargava 2010).

2.3 Work life enrichment and wellbeing

Work life enrichment is not demands low work infect it demands work resources activation. Family supportive environment should be created by institutions and encourage work life enrichment. Institutions needs to minimize the work demand to balance the work and life of teachers and should provide the supportive work culture (Beham, Drobnic, & Prag, 2011). Work family enrichment is a positive technique to integrate family and work it is helpful to gain work life balance (Shah, 2014). It is believed by both male and female teachers that their enrichment & wellbeing is affected by work. They also have strong believed that work life balance can be achieved through friendly work practices. Both male and female teacher perceived that they cannot give enough time to their family. Their wellbeing and health is affected because of more work (Doble & Supriya, 2010).

2.4 Work engagement

Work orientation plays an important role in work engagement and psychological meaningfulness. Work engagement is directly affected by work orientation and psychological meaningfulness is indirectly affected by work orientation (Rothmann and Hamukang, 2013). Organizational supportive culture is responsible for less psychological strain high work engagement and low turnover (Timms, et al, 2014).

2.5 Gap in the study

After reviewing the literature on various studies based on work life balance with respect to diverse education sectors such as university and college, it is concluded that work life balance is the common problem faced by women educators. Different work life balance strategies such as recreational facilities, free time during working hour are used in the education sector to balance the work life of women educators. After going through the literature on work life balance of women educators, a few studies are based on Haryana state, but no study is based on the parameters: work life conflict, work engagement, work life enrichment and wellbeing all together. This study has got the motivation from the above facts and aims to study the work life

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balance of women educators in Haryana based on three parameters: work life conflict, work engagement, work life enrichment and wellbeing all together.

2.6 Problem Identification

The study identifies following concerns with respect to women educator's work life balance in higher education in Haryana:

Q1. What are the nature and types of work life conflict experienced by women educators which influence work life balance?

Q2. Are women educators in higher education having work life enrichment and wellbeing?

Q3. What is the relationship between the work life balance and work engagement among women educators?

Q4. What are the factors affecting work life balance of women educators in higher education?

Q5. Is there any comparison among university and college women educators with respect to work life balance?

3. Objectives of the Study

1. To study the nature and types of work life conflict experienced by women educators which influence work life balance.
2. To identify whether women educators in higher education have work life enrichment and wellbeing.
3. To explore the relationship between the work life balance and work engagement among women educators.
4. To explore the factors affecting work life balance of women educators in higher education.
5. To compare the work life balance of women educators of universities and colleges.

4. Hypothesis

H_{01}: Women educators in higher education do not have work life enrichment and wellbeing.

H_{11}: Women educators in higher education have work life enrichment and wellbeing.

H_{02}: There is no significant relationship between work engagement and work life balance.

H_{12}: There is a significant relationship between work engagement and work life balance.

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5. RESEARCH METHODOLOGY

5.1 Operational definitions

Operational definitions are the explanation of something which is based on its own research.

Work- It is an activity to complete a task on time which requires the mental and physical effort.

Life- Life is the quality that people, animals or plants have when they are not dead.

Balance- Balance refers to the evenness and right amount of things which should not be too much high or low.

Work life balance- Work life balance refers to the balance between the personal and professional life of an individual.

Educators- The term "educator" is used to represent the educators teaching in higher education.

Higher Education- It is the education which is provided to students at university and college level.

University- It is an institution in which academic research is done and highest level of education is provided to students.

College- It is an institution in which students can study after leaving their school.

5.2 Variables

The following variables have been discussed in the literature review. There are two types of variables namely dependent and independent.

Dependent variable

Dependent variable is the variable which is to be measured and it depends on other variables or factors. The dependent variable for the present study is 'Work life balance'.

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Independent variables

Independent variable is that variable which value is independent over other variables in the study. Following variables are considered as independent variables in the study.

1. Work life conflict- Work life conflict means when an individual is unable to fulfill the family and work demand at the same time. It is the pressure faced by individual due to different role and he or she is unable to understand the relevant obligation and right related to work. Job stress and job threat are responsible for increased work life conflict and decrease work life balance of teachers (Bell, Rajendran & Theiler, 2012).

2. Work life enrichment and wellbeing- It provides a clear picture of the positive outcomes of combining work and life roles. When the role of an individual has improves the quality of work life that is called work life enrichment and wellbeing which directly correlated with work life conflicts. Their wellbeing and health of woman educators is affected because of more work (Doble & Supriya, 2010).

3. Work Engagement- It means you are engaging in your role performance cognitively, emotionally and mentally. Organizational supportive culture is responsible for less psychological strain, high work engagement and low turnover (Timms, et al, 2014).

5.3 Data Collection

Both descriptive and exploratory research techniques would be used in the study to understand the balance among personal and professional life of women educators in higher education. A structured questionnaire would be designed to collect the primary data. For secondary data collection, published research work, google scholar, authentic news, magazines and researcher reviews would be used in the study.

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5.4 Sampling Technique

The total sample size would be around 500 women educators, 250 each from Universities and Colleges in Haryana. Random sampling technique would be used to collect the sample from women educators working in higher education.

5.5 Data Analysis

The data collected from the respondents would be analyzed through the advance and updated version of Statistical Package for the Social Sciences (SPSS). The analysis and interpretations of the data would be accomplished via using different statistical tools as per the need of the study.

6. EXPECTED OUTCOMES OF THE STUDY

The study would be undertaken with the aim to identify the work life enrichment and wellbeing of women educators in higher education. The study would be able to explore the relationship between dimensions of work life balance and work engagement among women educators in higher education. Hence, some better prospects of the problems would be achieved. The study would be able to examine the nature and type of work life conflict experienced by women educators in higher education.

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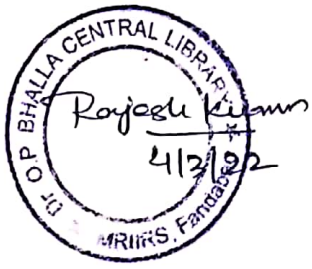

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